

18th Edition Newsletter

FALL 1992

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ASSOCIATION

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THE PRESIDENT'S REPORT

By William C. "Bill" Peters

Congratulations go out to the Ontario Officers for a convention that was extremely well done. Considering the weather factors that presented several challenges everything was outstanding. We have often wondered what would happen in the event of heavy rains during the Officers Skill Competition. Well, we found out! It went extremely well and in fact added more challenges. While waiting for one event to start I had the opportunity to listen to a couple of officers talking about the various conventions that they had attended over the years. After several minutes of discussion it was agreed by those involved that there was no way to compare each of the conventions, they have each been outstanding and have provided unique opportunities for the officers and their families.

I received a letter from Bob Martin in Virginia of which I would like to quote one paragraph. "I truly enjoyed myself at the convention and I plan to thank the folks in Ontario, as well. The convention really opened my eyes to the similarities and disparities in the field of wildlife enforcement. I have attended numerous conventions in my time, but I am truly inspired by the CO's, wardens, rangers, agents, etc. which made up the group of delegates. The "esprit de corps" to duty was only outshined by their dedication to one another and their families."

Congratulations to Richard (Dick) Mann from Alberta who was re-elected as Director of Region 1 (Western Canada), Gary Martin from Ontario who was elected as Director of 2 (Central Canada) and Richard Kingston from New Brunswick who was re-elected as Director of Region 3 (Eastern Canada). In addition to these three officers, the rest of the Executive Board members are putting a lot of their time into making NAWEOA work and providing what they can for wildlife officers across North America.

Several important issues will be coming up at the convention in 1993 in Rapid City, South Dakota. One which all of the officers in attendance will have a chance to vote on will be the redistricting of the Directors for NAWEOA. Take the time to review the proposal that will be presented in the newsletter prior to the convention. Being informed prior to voting is very important.

There has been several requests for speakers and programs dealing with officer safety that could be presented at the annual convention. Ontario did a fine job with the presentation by the officers who had been involved with officers being shot or where an officer had shot someone. Officer safety is critical to everyone working in this field of work. NAWEOA will continue to provide programs at each convention dealing with officer safety. If any of you officers know of a special program that would be pertinent to officer safety you can let your Regional Director or anyone of the Executive Board know and we will pass it on to the Convention Committees.

The NAWEOA Annual Convention has become an extremely large undertaking over the last several years. From what I am hearing this is creating a lot of doubts in several of the Provinces and States as to whether or not they would be able to host a convention. Over the years the provinces and states that have hosted the conventions have been through the pit-falls and obstacles that can and do occur. These officers that have hosted the conventions provide a lot of expertise and assistance that anyone considering the convention can draw from. We will be looking for hosts for the 1995 convention. Any state or province considering hosting the 1995 convention should let one of the Executive Board members know by the end of January so that time can be allocated at the convention in Rapid City, South Dakota, for a presentation by your state or province and the delegates have a chance to vote.

For those officers that are planning their vacations and time schedules over the next year or two consider the following. An open invitation is extended to all of you to attend the annual convention in July 1993 at Rapid City, South Dakota and the annual convention in July 1994 at Halifax, Nova Scotia. There will also be an Executive Meeting towards the end of January at Tucson, Arizona.

In closing I would like to encourage each of the officers that are members to bring into NAWEOA an associate member or two. The new associate and corporate membership applications are out and available. Contact Merryl Bustin our Secretary/Treasurer and he will see to it that you receive a couple. Associate members are welcome to the annual convention, the only restriction is an associate member has no voting rights.



Gary Martin and Alan Farrer of Ontario honored Bill Peters (left), for the numerous art prints he has donated to jurisdictions for fund-raisers.

VICE-PRESIDENT'S COMMENTS

By Art Redden

We have now reached the 8000 member mark and I extend a warm welcome to all those new officers. The agencies and organizations that have made it possible also deserve a hearty thank you.

With so many members from so many agencies representing all aspects of wildlife enforcement, the executive board needs your help. Because we are such a diversified group, we must have members with certain expertise in many areas. Some of you could be of great help to our executive in furthering our goals and objectives.

The problems, however, are that the executive knows not who or where these members are to seek help, and, the members don't know what kind of help the executive might need. I would like to outline several areas where some of your expertise and assistance would be valuable.

Our annual dues DO NOT cover the expenses of the NAWEOA Newsletter. We continue to depend on the annual conventions for our operating capital.

This places a particular financial strain on those hosting the convention and those who attend. WE NEED ALTERNATIVE FUNDRAISING. Are there officers out there with lots of energy, creative minds, and some ideas that could help?

Our newsletter editor needs help soliciting advertisers for each issue. With sufficient ads our newsletter would become self-supporting. Again I ask is there someone out there willing to take this on as a project?

Our museum project is slowly getting underway. However, for it to be a reality will take enormous help from all members. If you have ideas, contact Del Tibke or Rick Hildebrand. They'll be more than happy to talk it over.

Various surveys to gather information are time consuming. Can you help with this? Game Wardens are notorious for taking on projects without figures and data. We have avoided research in the past, but times are changing so let's temper our hunches with facts.

There are numerous areas where the general membership can get involved but hopefully I have outlined enough for you to get the message. To keep an organization such as NAWEOA healthy we must keep the members involved and informed. We must make every member feel he really belongs and that he is needed.

Remember, not everyone is prepared to stand and shout "follow me" but all members should be prepared to stand and say "how can I help?" We have laid the ground work for the greatest resource related organization on this continent so let's all help to make it work. I have the confidence that you, the membership, will make it the greatest.

By the time you read this most of us will be in the "busy season". Let's all be particularly safety conscious and come through safely. Remember, keep your head up, your back to the wind and think wild. Have a good season.

NAWEOA MEMORIAL FUND

The goal of this program is to assist the families of officers killed in the line of duty in their time of need. To date we have not achieved our goal of fifty sponsors. However, the program is proceeding smoothly with only a few delinquent members. We are still aiming to get fifty sponsors who will provide the family of fallen officers with a check for \$2500. Until we reach the level of fifty sponsors, we will send a check for the current number of sponsors X \$50 to the family. The program is open to any Officer Association, individual or business who would like to donate \$50 each time an officer dies in the line of duty. Each sponsor will be listed on the letter of condolence that goes out to the family. Upon the fund being paid out, each sponsor will receive a letter from NAWEOA with the circumstances and will be requested to send in another \$50 to replenish the fund.

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REGION 1 REPORT

By Dick Mann

Nearly 25 officers, spouses and families journeyed eastward from Region 1 to attend the Annual Conference in Ottawa. All reports indicate that the conference was a tremendous success and many thanks to Gary Martin and his organizing committee for doing a fine job. I would like to thank the delegates for re-electing me as Director to serve an additional two years on the executive board. I think these next few years will be very interesting in terms of our projects and the direction we take on major issues and goals.

Membership within Region 1 has increased by 770 officers with the addition of British Columbia and the federal Department of Fisheries & Oceans. Welcome aboard! Hopefully we will see some of these new members at future conferences. There have not been many new developments in any of the jurisdictions since the last newsletter.

Canadian Parks Service is still optimistic that 42 "person years" will materialize as a result of Canada's Green Plan. These positions would be used to enhance the Parks Service law enforcement program throughout Canada. There has also been a commitment to enhance the special investigations units in each region. The parks in western Canada are beginning to see dividends from a higher profile enforcement presence. They have received excellent support from the courts on some major investigations.

Alberta is still in a growth position, with recent approval to recruit 9 new field officer positions. This is amazing, considering that some Alberta Departments have lost a significant portion of

their staff in the past year and things don't appear to be improving. Provincial court decisions during the past winter appeared to include the right to traffic in wildlife and hunt on certain private land as part of Indian treaty-rights. These decisions were appealed and the lower court decisions were overturned. I'm sure these cases will continue to travel through the court system, eventually ending up in the Supreme Court of Canada. A successful joint Alberta/Saskatchewan Officer's Association Conference was held in Lloydminster in March. Several Montana officers also attended, which added to the comradery, lively discussion and problem solving which are an integral part of such an event.

Saskatchewan has gone through a Departmental name change, the 5th in 16 years, hopefully the public still knows who they are! Their Department's operating budget was slashed by 10% with 40 staff losing their jobs. Fortunately, no CO's were affected, other than a few vacancies being lost. The Saskatchewan Association of Conservation Officers (SACO) is a very ambitious organization. This was evident at the joint Alberta/Saskatchewan conference. SACO is pushing for a new classification and improved pay for CO's and have recently completed a very comprehensive study on officer safety. They sponsor two annual \$1,000 scholarships to resource students, hold a "Fishing Day" in conjunction with Big Brothers and Big Sisters throughout the province and have an officer fitness program in place. Judging by the result of the hockey game, their fitness program is paying off. SACO is very proud of their Natural Resources Museum in Prince Albert. After 5 years of hard work, the grand opening was held on July 4, many active and retired CO's donated artifacts and documents which tells the history of resource protection and management in Saskatchewan since 1931. If any member is traveling through Prince Albert, be sure to spend some time in this museum.

Department of Fisheries & Oceans is in the process of applying for a re-classification. The result, at last word,

doesn't look too promising. I understand that DFO has entered into agreements with some of the British Columbia Indian bands to co-manage the fisheries stocks in some areas of that province. Hopefully, with full jurisdiction membership, NAWEOA can benefit from these new members, and vice versa.

Nothing new to report from the **North West Territories**, other than that a fifty regional association has been formed. Because of the large expanse of the NWT, it is impossible to form one association and have it function effectively. To solve this problem, each region formed their own association and all are functioning well. It was good to see 4 NWT Officers in Ottawa, but unfortunately, their rep., Ken Davidge was unable to attend.

It appears that budgets in the **Yukon** have similar characteristics to those in other jurisdictions - they are shrinking. Despite this, the CO's haven't been drastically affected. Their "Turn in Poachers" program appears to be doing well after a lot of promotion. One officer managed to make his way to Ottawa, which is great, considering they have very few CO's left behind to man the store.

Finally, in **British Columbia**, Steve Wasylik advises that one of the wildlife specialists has done some background work to cost out the replacement value of big game animals. He has done this for each region of the province and the CO's have found the information to be very useful. The specialist has successfully defended these values in court and some judges are using this as a guideline in sentencing. If anyone is interested in obtaining this information, contact Steve Wasylik, Box 2078, Mackenzie, B.C. V0J 200.

Autumn is already in the air and everyone's thoughts are turning to hunting season. Here's to an interesting and productive fall and **KEEP SAFE!**





REGION 2 REPORT

By Alan Farrer

Unfortunately this will be my last director's report for a while as my workload as the president of the Ontario Conservation Officers Association has increased to the point where I can no longer do justice to both jobs. Gary Martin, an officer based at Carleton Place near Ottawa, Ontario was elected as the new regional director at the NAWEOA convention in July. Gary is a dedicated officer and a hard worker. I know he will serve Region 2 very well. I will continue to assist with the newsletter and hope to reenter the NAWEOA directorship in the near future.

The agencies represented by Region 2 are all alive and well despite the new rounds of fiscal constraints being imposed by the respective governments. Work continues to build up with new legislation being passed annually without the prospect of any great increase in staff but as always we will survive.

Canadian Wildlife Service - Rep. Richard Labossiere - Winnipeg. The C.W.S. continues to operate with staff numbers as they have existed but a process has started already to recruit some new officers - expect to fill 28-30 new positions over the next 3 years. Most of these new compliments are associated with the impending passage of the new Wild Animal and Plant Protection Act - legislation changes expected to be passed within the next year. This new act will make major changes to the interprovincial and international import and export of flora and fauna having many similarities to the U.S. Lacey Act. The act is already undergoing changes to its name before passage as the initials WAPPA has struck a sensitive chord with some folks.

As with all agencies, prioritization of

the workload is becoming increasingly important as we can't do it all. C.W.S. has identified the need for increased special investigations and will be directing more of their efforts in that direction from the present officers as well as some of the new proposed positions. Provincial officer and agency contact is expected to increase dramatically as the CWS seeks out updated intelligence information on significant migratory bird and other offenses and offenders. In some districts this increased contact has already started.

Manitoba - Rep. Luc Peliquin - Thompson, Manitoba. Similar to other jurisdictions, the Manitoba government is in the process of reorganizing with a high number of new regional directors. Fiscal constraints impacts were felt last year with a reduction in the civil service employees or a significant cut in employee contract lengths (12 months down to 6 months ie). As indicated before, the Natural Resource Officer numbers have not been affected much in these past shuffles with only a few positions lost or left vacant due to retirements. However indications from senior managers are that further constraints in budgets will mean lost officer positions as well as further tightening of operating dollars. Hopefully the next round of budget cuts can be delayed for a few years.

The Manitoba officers association elected a new president this past spring - Luc Peliquin of Thompson is taking over the reins from Doug Maxwell. Luc was in attendance at the NAWEOA 92 convention to talk with different officers and jurisdictional reps. The NRO association has been actively working on a number of projects with the majority of their efforts being directed towards obtaining a new classification/pay rate for the officers. Some progress has been made and hopefully the field officers can expect a revised classification schedule in the next year. This has been an ongoing battle for several years now and as most associations know, the members have to push the issue as the union negotiators sometimes are not always receptive to taking on new work par-

ticularly for small groups of members.

Another outstanding issue, the issuance of sidearms to the field officers, has been ongoing for several years now (press topic for NAWEOA at the 1988 convention in Winnipeg for those that remember). The Manitoba Minister of Natural Resources seems supportive of issuing sidearms but his political counterparts do not agree. The new Special Investigative Unit members are being considered for sidearm issuance. Maybe this will open the door for all Manitoba Officers. Public support is with the officers and the association has been identifying this issue whenever the opportunity arises without overstating the case.

The SIU to be founded in Winnipeg had advertised for new officers but ran into some minor problems with the hiring applications (used a volunteer form that had questions relative to race, marital status etc as basis for some application questions). It appears that these problems have been remedied and the unit is expected to be operational soon?

The officers and their association continue to pursue a TIP program with good support from the public. Also the increased work being done with decoys has met with not only public favor but some good success with the courts. Hunters have viewed this as a good way to purge their ranks of the undesirables.

Ontario - Rep. Ian Anderson - Kagawong, Ontario. The centennial year for Ontario Officers also marks the implementation of a new reorganization in the Ontario Natural Resources. Coupled with the present recession and fiscal constraints, this reorganization is spelling hard times and frustrations for the enforcement organization. Without detailing all the changes, Ontario officers now work mostly for area managers similar to all other area workers and not in any enforcement program hierarchy system. The number of provincial districts has been reduced by almost 1/2 and some badge carrying officers are being lost. The SIU is being disbanded and the unit members are being reassigned as regional intelligence officers in primar-

ily the southern regions.

Ontario presently has one dog and handler in its canine program. The program to date has not only been a field enforcement success but the PR benefits to the officers and the Ministry have been immeasurable. The reorganization looked like this program was dead but a last minute reprieve at convention time has extended the life of this program. Brian Morrison, a Sudbury field officer, is the dog handler. His ability to not only handle the dog but to be a great speaker and PR person has really made this program work.

The Ontario Minister of Natural Resources has not instituted a TIP program in Ontario but he has endorsed the Ministry's involvement in Crimestoppers. It has been hard to convince the public to think of Crimestoppers as a TIP line for fish and wildlife offenses but several officers across Ontario have been working very diligently to get out the message. The government and local tourist associations as well as the Crimestopper units have been flooding the sports outlets with posters advising the public of the MNR involvement in this program. Hopefully this fall the tips will start to stream in. Past tips have not been numerous but the quality of information has been excellent and lead to many successful prosecutions.

The major legislation basis for natural resource enforcement for the past 100 years the Game and Fish Act, is undergoing a rewrite and fortunately officer powers of search, seizure and arrest seem to be intact or strengthened. The Act will now deal with game

in captivity much better than in the past as well as address many long standing issues. The rewrite is expected to pass through the approval stages over this next year but there has been some opposition to some changes by interest groups.

The Ontario decoy program has been steadily growing. Support from the public, the hunter groups and the courts has been excellent. The officers have had to be inventive with decoy placement and robotics to stay one step up on the informed poachers, but repeat offenders are being caught (guess they're not too well informed). Some new innovations picked up from other jurisdictions should catch some of our would-be poachers off guard again this year. Here's to success!

A few cases have surfaced where decoy use has been questioned as entrapment but the courts have not been very willing to entertain any defence submissions. It does not appear that this will be of any major concern in the future. Entrapment defenses have also arisen in some of our special investigation cases and although the officers have won out in the end, there have been some tense times. How we run our SIU projects has to take the entrapment potential into consideration right from the planning stage.

Several successful prosecutions have been conducted using the DNA testing capability of McMaster University lab (Dr. Brad White), even where no "body" was ever found.

The Ontario Conservation Officers Association hosted the NAWEOA '92 annual convention in Ottawa this past July. I'm sure Gary Martin will give you

a detailed summary elsewhere in this issue but the convention was an unqualified success. It appears from preliminary numbers it was the biggest convention ever. Hats off to Gary and his committee for a first rate job and a great time.

On a personal as well as a business note, the OCOA wanted to host the '92 convention to coincide with the centennial year of wildlife enforcement in Ontario. From the outset, we knew that we were going to do things at the convention above the ordinary requirements. This was not a case of one-upmanship on previous conventions but just added benefits to celebrate our centennial. If we had not already been planning some fundraising events for our centennial, the OCOA could not have considered the additions to the normal program. Many jurisdictions wanting to host the NAWEOA annual convention will be faced with the type and cost of hosting this event. The OCOA has committed to providing financial support to any agency that hosts the NAWEOA convention (\$1000 annually) to ensure that all agencies large and small can have a chance as hosts. I would like to see all member agencies and associations consider making the same commitment regardless of the amount. You may consider holding an annual raffle at your own meetings with funds earmarked for the NAWEOA convention or whatever, but make that commitment. (You may also consider something of a similar note to help boost the NAWEOA contingency fund)

Take care for now - see you in Rapid City South Dakota in '93.

ATTENTION TO ALL MEMBERS

ALL NAWEOA MEMBERSHIP DUES EXPIRE ON DECEMBER 31 OF THE YEAR. DUE TO THE LARGE NUMBER OF MEMBERS IT IS NOT POSSIBLE TO SEND OUT INDIVIDUAL RENEWAL NOTICES TO THOSE MEMBERS WHO PAY AS INDIVIDUALS. IF YOU ARE NOT SURE IF YOUR DUES ARE OWING YOU CAN CONTACT YOUR JURISDICTION REPRESENTATIVE TO FIND OUT. FOR THOSE JURISDICTIONS THAT PAY AS JURISDICTIONS PLEASE CHECK TO SEE THAT YOUR DUES ARE PAID. NOTICES ARE SENT OUT BUT THERE ARE STILL A NUMBER OF JURISDICTIONS THAT HAVE DUES OUTSTANDING. THANK YOU.



REGION 3 REPORT

By Richard Kingston

Hello from the tropical rain forests of Eastern Canada. As of this writing, twenty of the last twenty-one days we have been blessed with showers. The daily temperatures hover around the mid teens which is unseasonably low. The tourist industry is suffering as well as sunbathers and girl watchers. The steady rain and cool temperatures have kept our Forest Fire Index low and maintained high levels of water on all river systems. The combination of high cool waters and a recent ban of the commercial salmon fishery off Newfoundland has resulted in larger than usual salmon runs migrating upriver to the headwaters to spawn. The high water has also restricted the legal and illegal gill net fishery by natives and non-natives.

Our efforts to communicate with or receive correspondence from **Quebec** representatives Gerald Gosselin or Alan Pliche have not materialized. At the Ottawa convention, Quebec was well represented and from those in attendance, Agent de Conservation Michel Morin accepted the roll of provincial representative. We are looking forward to working with Michel and to becoming better informed as to their role as Agents de Conservation and as to happenings within their province. Considering the number of officers in North America who suffer some form of back problem, it's enlightening to learn that Quebec's vehicles are equipped with a flat box, hydraulically operated, allowing it to be inclined and lowered to road level, which allows for ease of loading ATV's and road kills. Quebec officers also report of their swimming moose decoy which has a mind of its

own and is known to at one time swim backwards across the lake.

Although we have no signed members yet from **Prince Edward Island**, I made headway by establishing representation in that province. Roland Richard, one of only a handful of conservation officers in PEI, has accepted the position of representative and will work to assist and promote NAWEOA in his province. Roland is a recent graduate of their two year conservation officer program and no one is more thankful that it's over than his wife, Patsy, and three children.

PEI officer's workload this time of year are mainly nuisance beaver and wetland projects. I am told all the beavers in Canada seem to have migrated to PEI. The officers are receiving adequate patrol equipment replaced when required. They receive some special training as noted recently when conservation officer Ross Bernard attended a course in Fredericton, N.B., on managing special patrols to unique situations. There is a demand for sidearm training, which is slow in coming. The officers have purchased their own sidearms and leather as the result of a rumor that a department policy was soon to come to allow the wearing of sidearms. The issue seems to have stagnated while the officers have about \$700.00 of their money tied up in this equipment which they can't use.

I had the pleasure of talking to Jim Maloney and Winston Anstey from **Newfoundland**. They had just returned from a successful two day fishing trip bringing to the barbecue a total of four grilse (salmon). There has been positive action by the Government of Newfoundland, answering the officers' request for a better communication system. Some enforcement vehicles are now equipped with mobile telephones. These phones are portable and can be carried when on foot or ATV patrol. The department has also seen fit to continue its policy of vehicle replacement. Over the last couple of years there was a buying freeze, but now a few new vehicles have been circulated to the enforce-

ment staff. While on the subject of replacing vehicles, there is a need to have snowmobiles replaced as they are on their last leg. Working in the remoteness of the interior of Newfoundland and Labrador and facing the severe unpredictable winters requires a trustworthy machine. Sometimes other important issues, like sidearms, come in second to the need of replacing worn out equipment.

Hard work by the protection officers and the chief game warden have resulted in the department again sponsoring two delegates to attend the convention in Ottawa. The Newfoundland Protection Officers Association will also assist another member to attend the convention. Newfoundland Officers had a busy season with night hunters of moose, and hope to have decoys in use by the fall. They are not looking forward to the problems they expect when some of the 19,000 Cod fishermen, who have recently been put out of work, utilize the resources illegally for whatever cause.

Nova Scotia's Merrill Bustin strengthened my weather report, saying a significantly cold and wet spring for the most part has greatly reduced the forest fire danger for most of the province. However, it seems that a day or two of hot sun in a row sure brings the FWI into extreme range and there have been several troublesome blazes for the boys to deal with. The vacancy of the Assistant Manager of Enforcement and Hunter Safety position has been filled by Chuck Moore, a 26 year veteran of the RCMP..

As for wildlife, deer counts appear to be increasing which would follow the trend of an increasing deer population. The moose numbers are still adequate for a hunt to be held in Cape Breton, however, the mainland population is still disturbingly low. Several Nova Scotia officers were involved in a major takedown of some illegal duck hunters in April. Most of the offenders pleaded guilty and have been getting maximum fines and forfeitures of all equipment. Law enforcement training was carried out in April. Training officers from Ontario and Sas-

katchewan were used in this year's week long session.

In **New Brunswick**, the rumors about our department downsizing are now reality. We have 42 district offices within the province now, and Government has proceeded to cut that to no more than 28. This reduction is to be accomplished over a two year period. We are not expecting lay-offs, but a number of positions will not be filled. The manpower from eliminated offices will be absorbed by adjoining offices. The downsizing of manpower will be through early retirement packages and attrition.

Shake-ups have reached management level by the elimination of an Executive Director position at the F & W Branch. Arnie Bore has been named Director of Management and Rich Monroe Director of Law Enforcement of the F & W Branch.

Training officers from Ontario have assisted in New Brunswick's employee training sessions this year. Much needed money has been slotted to provide more indepth training to enforcement officers. A refresher has been given to recertify the PPCT instructors who in turn plan on giving another course in mid September. There is a requirement for more range officers and a course will be available later in the year. A new course is to be developed focussing on training between that of PPCT and sidearm. It may be advanced hand to hand combat including intermediate weapons. This will be included with a form of advanced law enforcement training. A request for funds for sidearm training for new recruits has gone upstairs. The psychological testing and new equipment cost are determining factors for the green light. A handful of New Brunswick's Region 2 staff had the pleasure of

hosting four conservation officers from N.Y. State, who purchased a fishing trip offered at the Alberta Convention. We must thank our Regional Resource Manager, Jeff Patch, who could see the value of such a venture and allowed the officers time and travel to guide their comrades. Another trip is to be offered at Ottawa, also from Region 2. Our big game season has seen a stable harvest of moose and a slight increase in the deer harvest. Antlerless permits have been reduced slightly in the North, hoping to increase a diminishing deer herd in that part of the province. The milder winters and fewer predators in the south sustain a larger population of deer.

In New Brunswick, the Crime Stoppers program is working. Since the Natural Resource Department joined forces with Crime Stoppers in 1988, more than 900 tips concerning possible violations to the Fish and Wildlife Act have been received. Officials report investigations of Crime Stoppers tips have led to 135 poaching charges. The most common violations include illegal possession of meat and fish, night hunting, netting of salmon, and hunting out of season. Items seized and confiscated include more than 6,000 pounds of moose, deer, and bear meat, 400 pounds of salmon, 14 firearms, numerous traps, furs, and other items. Again this year we receive word of no new replacement vehicles. Another year we may have to revert to horse and wagon. Let's think safety when we operate what we have on hand equipped with emergency equipment.

My efforts have again been fruitless to receive government sponsorship to have field officers sponsored to attend NAWEOA conventions. I will not give up.

All of Region 3 have seen or will see structural changes within their departments. The Clean Water Act, Tourism Department, inland and offshore fisheries, native issues are a few of the topics to consider when finalizing department structures.

In closing, I must say welcome to Merryl Bustin, who accepted the position of NAWEOA Secretary/Treasurer, and thanks to Grant Wright for his work and dedication to this organization as he retires from the Secretary/Treasurer position. Thanks also to the officers from Ontario who worked countless hours in preparation of and presenting the 1992 NAWEOA Convention.

May the force be with you.



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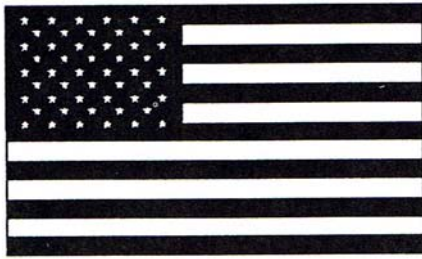
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REGION 4 REPORT

By Glenn Case

First of all, thanks and congratulations for a job well done to the Ontario Conservation Officer's Association for hosting the 1992 convention!

Welcome to the National Park Service Eastern Lodge. They joined NAWEOA as an association and boosted our membership by 403. Hopefully, the Western Lodge will soon follow suit.

Budget constraints remain a common topic in all Region 4 agencies. There seems to be no end to cuts in services and personnel. California has been one of the dark spots where supervisors have taken a 5% cut in pay and field personnel are taking one day a month "furlough" without pay.

The Fair Labor Standards Act also keeps everyone in limbo. The Wyoming case is scheduled to go to Federal Appeals Court in October following a stalemate in the reconciliation process. Many other states are watching closely to ascertain where they go from the appeals decision.

The Proposition 200 battle in Arizona is currently raging. This proposition has the potential to be the most important fight regarding wildlife management and hunting, fishing and trapping in recent history. The Humane Society of the United States, along with other animal rights/anti-hunter organizations, have joined together and collected enough signatures to get an initiative for this November's election that would "manage (Arizona's) wildlife and protect our property by non-lethal methods". Proposition 200 would ban "any leg-hold trap and co-nibear style trap of the instant kill or body grip design, any snare, explosive, poison, stupefying substance,

flammable or pyrotechnic device". What this amounts to is a thinly veiled attempt to ban all hunting, trapping and, possibly, even fishing in the state of Arizona. It also has ramifications on our ability to follow through with wildlife research projects, immobilizing problem animals, etc. As of now the United Conservation Alliance, Wildlife Legislative Fund and other conservation organizations are pouring money into a media campaign to educate voters.

The Northwest states have been embroiled in controversy over the Spotted Owl and its affects on the timber industry, the economy and jobs for several years. After hearing a presentation by Jack Ward Thomas at the Western/Northwestern Association of Fish and Game Agencies Law Enforcement Meeting at Portland, it appears another controversial battle involving wildlife is looming. According to Thomas, the fight to save threatened salmon runs and spawning grounds will make the Spotted Owl battle seem small. This will affect dam and power plant construction and resulting energy production for cities and industry.

How about some good news? Washington Wildlife Agents using a deer decoy were profiled in the CBS news documentary "48 Hours". In four nights the agents arrested three groups of people for hunting with

artificial light and shooting the decoy. The television footage was excellent and a tremendous amount of positive publicity was generated. Decoy use in one Washington hotspot led to more than 100 arrests over a four day period.

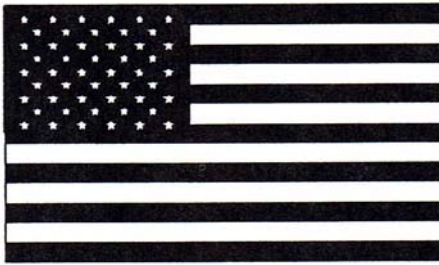
In the last couple of weeks Colorado made an excellent case against three wealthy individuals from Mexico. These three sports booked a guided Big Horn Sheep hunt in July for \$3000 each. When apprehended they had killed one trophy ram and were making plans to hunt from a helicopter the next day. After they had paid their fines, one defendant was overheard telling his companions that he only had \$100,000 left to go to Las Vegas. The guide was arrested and jailed as he had a fugitive warrant for probation violations from previous game violations.

Finally, a special thanks to Governor Mike Sullivan of Wyoming. The Wyoming flag used in the memorial service for Kirk Inberg at the NAWEOA Convention was personally purchased by Governor Mike. It was flown over the Wyoming Capitol Building in Kirk's honor and then relayed to Ottawa. From Ottawa it will be returned to Wyoming for a memorial service and then presented to Kirk's family.

When you read this, hunting season will be in full swing again. Be careful and have a good fall and winter.



Fallen officers were honored at the Ottawa Convention.



REGION 5 REPORT

By Del Tibke

Jeff Wells, in **Indiana**, reports that they have had their operating budget cut by 4%. There have been no lay-offs of personal and will be hiring 10 new officers. Mileage restriction now applies to field wardens. They may only travel 2000 miles per month. All officers now carry .45 cal Sig Sauer auto pistols. Their division is working with a federal task force on environmental crimes. Indiana closed the mussel season and the Enforcement Division is now doing survey work on this resource. They have made several good cases for taking mussels in closed season. They are also working with a task force on BUI in several areas of their state, and are working with state police and National Guard personal in eradication of marijuana plants in several areas of the state. They do have a settlement by executive order that took effect in February 1992 and expires in 1993 for collective bargaining. There is a grievance plan for their officers. Their conservation officers received a 3% pay raise. They have also formed a new pension committee to try to obtain a better pension.

In **Kansas**, Larry Dawson states that they have not suffered any man power reduction and have added some part time help. Their CO's do a full spectrum of enforcement including drug/alcohol interdiction in parks, lakes, BUI enforcement, spouse abuse, etc. Officers are fairly well trained in the use of "Intoxylizer" operation but are sorely in need of preliminary breath test equipment. Legislative bills that passed are; an amendment to the criminal code that makes hunting, fishing, and trapping from certain

roadways and railroad right-of-ways unlawful; provision for funds to provide pay-step movement, longevity pay and a 1% COLA. Items that didn't make it are; an implied consent bill for boating under the influence violations and a bill to authorize land-owners, tenants and anyone with their written permission to hunt predators with the aid of artificial light at night. They are looking for ways to cover their districts and meet expanding obligations with limited manpower and strictly-imposed time limitations.

Mike Hamm states that **Minnesota** officers did not have any layoffs and 10 new CO's have been trained and now are at the stations. They had zero budget cuts, and received some new radio equipment. Fleet management now requires their 4W drive vehicles be driven 90,000 to 100,000 miles before being replaced. New legislation gave them implied consent HUI. All CO's do not have a contract at the present time as an arbitration award was turned down by the legislation commission and therefore pay raises are at a standstill.

Kyle L. Carroll reports that the State of **Missouri** is in a budget crunch now and officers will not get a cost of living increase for the second straight year. They also had all anniversary raises froze until July 1993. Equipment wise they are in good shape, except for having to drive vehicles 80,000 mile prior to trade. They converted to Glock semi-auto pistols one year ago. Soft body armor is now being replaced with new point blank vests. Missouri has experienced no lay offs or cut back in authorized strength of 180 uniformed agents. Officers are currently trying to get the administration to change their official title from conservation agent to conservation officer.

Rick Seward states that **Nebraska** is faced with a 10% statewide budget reduction for all agencies. Their Law Enforcement Division of the Game & Parks Commission will not be getting new Glock semi-auto pistols planned for this year. There may be some other cost reductions in the future.

North Dakota is facing a 10% reduc-

tion in our budget and another 10% cut in the budget for 93-95. Wardens who retire may not have their positions replaced. However the Governor did allow a \$40.00 per month pay raise. We are looking at four initiatives that may be on the ballot this fall which are; eliminate family health insurance coverage for state employees, reduce state revenues by at least 15% by lowering sales and income taxes (if this measure passes, it will make it virtually impossible to win pay raises in the legislature, in fact, it is likely that many state employees will face layoffs.), reduce the number of holidays by 4 1/2% and require that state employees kick in 4% of their pay into the retirement system. All equipment purchases have been stopped for the present time and travel restriction may also be imposed.

Randall Reigh reports salary increases are the big news in **Oklahoma**. The legislature approved 2 1/2 to 5% increase if the agencies have the funds. Rumor has it that if their Department has to provide the 5%, vacant positions will not be filled. This is hard for employees to understand after the agency has purchased several new public hunting areas this year. For the first time legislation was introduced to give wardens 20-year retirement. This would have given them parity with city and state police. Unfortunately, the bill was defeated. Oklahoma now has a lifetime license for non-residents for small game. An unfortunate tragedy occurred June 27th, when a landowner and two hunters running hounds at night got into an altercation. The two unarmed hunters were killed by the landowner. An investigation is going on at the present time. Murder charges have been filed on the landowner. Trials for the suspects in shooting Game Warden Jamie Cole are scheduled for September.

News from J.C. Romines states that **Texas** Wardens have received no cutbacks or loss of equipment, except vehicles must now be driven 90,000 miles instead of 65,000 as before. Texas will have an academy this fall with approximately 35 new officers. J.C. is a former Director and

a past President of NAWEOA and will be retiring from the Texas Game Warden force effective October 1, 1992.

In **Michigan**, Stan Poreda reports that there was a change of Directors in their DNR this past year. However, no important impact was felt by their Enforcement Division. A major effort is being made in enforcement of drunk operators of boat, ORV's and ATV's on state and private lands. Also, their division has been successful in arresting deer processors for skimming and reselling venison.

Dave Chapman, of **Illinois**, states that their enforcement officers received a 5 1/2% pension increase. Also salary contract gave them an increase of 2 1/2% July 92, 2% Jan. 93 and 5% July 93. However, they are short 27 officers and have 15 counties without a field office in them.

Mike Bowman says that **Kentucky** Officers have had a busy summer. There has been an attempt to hire four new officers but a cost of living increase of 5% was cut to 3%.

From **Mississippi**, Greg Waggoner reports their Enforcement Division is under a hiring freeze and are operating under a very tight budget for this fiscal year. However, there was a Fair Labor Standard adjustment for their division which provided an average of 350 hours of comp time for their CO's.

South Dakota representative Floyd M. Demaray reports that eight of the CO's attended the NAWEOA conference in Ottawa, Ontario. He also requested that all NAWEOA members should review the hotel and camping information in this issue for the 1993 conference in Rapid City. Their state association held its summer meeting in July. Floyd also reported that South Dakota Game-Fish & Parks Commission provided their CO's an opportunity to visit them at three Commission meetings. This provided an excellent opportunity for their CO's to explain what their jobs are all about. All involved are pleased with the results of these open forum discussions. Floyd also reminds us that "**South Dakota Is The Place To Be In '93**".

Steve Schutte, in **Iowa**, reported

that they won their law suit in regards to a pay raise which was stopped by their Governor. They received back pay plus interest. Also received another raise July '92 for approximate total of 7%. One new female warden has been hired, bringing to 5 the total of female officers in their division. Large equipment purchases have been discontinued for the present time.

Keith LaCaze states that **Louisiana** has put 25 new officers in the field and 9 more have been hired and are now in training. Funding is now available for 247 officers which is up from 210. They now have a Senior Agent position in their Division which pays more salary. Officers have also received Second Chance Body Armor Threat 2.

For the first time in several years, **Wisconsin** has been able to hire its full strength of 182 officers. Wardens began an academy training situation in 1992 to try to incorporate a DNR "slant" to minimum standards recruit training. This involves certifying DNR Wardens to instruct and relate how the laws are enforced from a warden's perspective, as opposed to the normal police or deputy sheriff's duties. The ten member recruit class of 1992 will be deployed by the end of the year and another small class will be hired in January of 1993.

Wisconsin Wardens have been certified in HGN (Horizontal Gaze Nystagmus) as a primary indicator of intoxication. This procedure works well because many people beat other field sobriety test by practicing. Handgun testing, which began in the spring of 1991, resulted in the selection of the Glock Model 22/23 (S&W .40 caliber) as the new issued duty weapon. A move to nylon duty gear from leather was made for officer comfort. These changes and the transition training have been well received by the 60 officers who have converted. The rest of the wardens are expected to complete conversion to semi-autos by September of 1994.

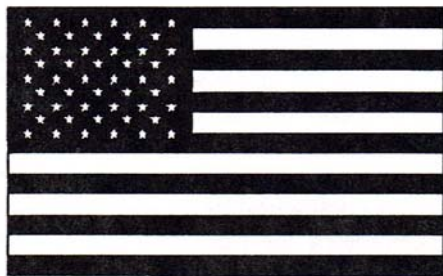
I received many comments from officers attending the Region 5 meeting in Ottawa: It was suggested by members that the newsletter carry minutes

of all NAWEOA meetings and an annual financial report. State representatives were encouraged to attend executive board meetings whenever possible. They do have voting rights at these meetings. We need to try and sign up associate members at a yearly cost of \$25.00 to help fund NAWEOA and its projects. I would like to see each officer in Region 5 attempt to get one associate membership. An application is included in this newsletter. We also need to obtain some business card ads. Cost is \$50 per year and they will be listed in two newsletters.

Please let me know when your state association meetings will be held. That's it for this report. Be careful out there.



Grant & Trudy Wright were recognized for the many hours they devoted to computer entry of NAWEOA records.



REGION 6 REPORT

By Susan Alger

Let me begin by congratulating Gary Martin and all the officers from Ontario for a job well done on the 1992 Convention. Their hospitality flowed as freely as their home brew! They obviously worked very hard through the year to provide us with a quality convention complete with all sorts of free "extras". I especially appreciated the Official Rain Gear of the 1992 Warden Games. I understand the Glad and Hefty Bag Companies were major contributors.

The location of Parliament Hill for the conference was inspirational. I know this was so by the number of officers from both the U.S. and Canada who became politically active on Sunday afternoon, attending a protest demonstration to support womens' right to go... Well, shall we say "without support"?

Speaking of "exposes"... After my last newsletter report, I received some constructive criticism from here at home that maybe I should focus on more positive, less controversial issues. Why, one of my supervisors even offered to "preview" my articles prior to publication. Of course I declined his gracious offer, but that is not to say that I ignored his advice completely out of hand. I decided to enthusiastically seek good news for this report. As I canvassed the region, it seemed that this might well turn into my shortest article ever. I finally resorted to the kind of talent used by politicians, statisticians, and department administrators to produce the following glowing report.

East Coast representatives from Maine to Florida report on the benefits of a thriving economy. Pay raises and

improved retirement systems are being adopted by all. There are abundant funds for new equipment including automobiles, boats and uniforms. Morale is extremely high. Promotions for officers are commonplace. The enforcement field is finally receiving long overdue recognition for the vital part it plays in successful wildlife and fisheries management. All is right with the world! NOT!!!

Here in the real world things aren't all sweetness and light. Certainly they never will be. To me though, that's just another indication of the dedication and professionalism so ingrained in wildlife enforcement officers. Good news or bad, we hang in there and get the job done. At the same time we still stand up for ourselves, our resources and what we feel is right.

Let me jump down off this soap box before I have it pulled out from under me again, and get on with the state of the Union and the Confederacy! For the most part, all jurisdictions are still being hard-hit by the economic situation. Officers in some states are still running vehicles with well over 100,000 miles on them. Boats, uniforms, and other equipment are suffering as well. Morale seems low over all. Most officers I spoke to could think of very little newsworthy information to pass on. Again trying to be positive though, I was able to pull some interesting information from each jurisdiction contacted.

Terry Yingling in **Delaware** says that the good news there is he is still employed. His state is somewhere in the middle of the CALEA law enforcement accreditation process. The Department there is also trying to get mandatory boat safety education passed.

Norman Brown in **Vermont** is busy again this summer training future sportsmen the proper way to enjoy natural resources at his Department's conservation camp. Norman reports the decoy program there is improving and expanding. It got a real shot in the arm when the Vermont Supreme Court ruled that shooting a decoy is the same as shooting a real deer. The Vermont Officers Association is looking hard at joining NAWEOA as a jurisdiction.

Lloyd Perkins in **Maine** reports some unusually early poaching and spotlighting of deer in his state. This year the Maine Wardens' Association joined NAWEOA as a group.

Mike Hardy in **South Carolina** is looking forward to an enormous 2% increase in pay come October. I guess he will use all that money to update his personal wardrobe as officers there are working mainly in plain clothes until the agency can afford new uniform supplies. Mike says he'll put up with it, especially since he's looking forward to being issued a four wheeler this fall. Currently he's being kept busy with boating safety and BUI enforcement.

J.D. Woodard in **Alabama** reports that his department has just completed a suit brought by the Dept. of Labor for possible violations of the overtime laws. No decision has yet been announced by the court at this writing. J.D. says a promotional and hiring freeze has ended and that they are hoping to fill vacancies soon.

Mike Stockdale in **Tennessee** is working to have his officers' association join NAWEOA as a group. Mike has been busy learning new forensics techniques and working freshwater mussel enforcement, which has become a major commercialization crime in several states.

William Thacker in **Georgia** says he has been kept busy lately enforcing traffic laws, non-game regulations, horse-back riding prohibitions, and drinking and drug laws on his management area. As he puts it, "You know all the things you sign on with Fish and Game to do." William is looking forward to a 3% increase in pay come October, and to upgraded sidearms as the economic situation permits.

Tom Lewoc in **Connecticut** has been busy with shellfish, marine fisheries, and boating enforcement, as well as a pet program of his - Marine Crime Watch and Operation I.D. for Boaters. Tom says that this program has been well received by the boating public. Any officer interested in finding out more about the program should give him a call. Connecticut officers joined

NAWEOA as a jurisdiction this year. My thanks to them again for their hospitality at their field day last fall. Through this event, I was able to introduce NAWEOA to officers from several new jurisdictions. It was wonderful to see some familiar faces from the field day show up at the convention in Ottawa this summer.

Dave Holman of **Maryland** has replaced John Williams as the state rep. there. Thanks to John for all his help in trying to get Maryland officers to join as a jurisdiction. Unfortunately, we continue to have problems convincing the marine FOP lodge there that NAWEOA represents their interests as well as those of their inland counterparts. The state has a new Colonel, Frank Wood, who replaces Jack Taylor who retired after 33 years of service. Officers there just went to Barretta 9mm hand guns with Level III Safariland Security holsters. 1993 marks the 125 anniversary of their Department. Dave says to give him a call if you are interested in purchasing a commemorative patch collection from there.

Dean Lees from **Rhode Island** is our new representative there. He joined up as a result of our meeting at the Connecticut field day.

New Hampshire remains the only state that NAWEOA hasn't developed a foothold in. As a result of this summer's regional meeting at the convention, I am assured that the guys from some of the states nearby will come up with some good contacts there.

Steve Henwood in **Florida** tells me that officers there are busy educating the public on new limits and slot lengths on black bass. The Everglades Region recently bought two deer replicas for use. The Department has developed a new 14-point guideline for replica use which stresses safety.

Larry Ray of **Ohio** is enthusiastic about the name change of officers there from Game Protectors to State Wildlife Officers. He says the Department is also changing its logo to depict a deer, a walleye, and an eagle. This emblem will be used to mark uniforms and vehicles, and it is hoped that it will

achieve better recognition by the public of the diverse job that their agency is responsible for. Larry explained that the agency is currently rewriting their law program and will be coming out with a new handbook for their officers which acts as a very detailed sort of strategic plan for managing the state's wildlife. It will cover enforcement goals, objectives, strategies and methods for managing each particular species.

Glenn Hawkswell of **New Jersey** steps down as representative there. Many thanks to Glenn for his help over the years. Mike Massey is the newly elected representative, chosen after officers there joined as a jurisdiction. Mike reports that they are about eight to ten "men" short, and although they've been interviewing there is a hiring freeze in effect. The Department is currently celebrating its 100 year anniversary. The union there has commissioned an osprey print to celebrate the centennial.

Thanks to the efforts of Ray Lizzio, **Pennsylvania Game and Pennsylvania Fish Commissions** joined together to form a jurisdictional membership through their union last fall. I was happy to see both agencies represented at the convention this summer. The state is working on a wildlife violator compact for license revocations. Game recently graduated a class of 25 new officers, and is in the process of recruiting for another class for their 10 month training program. The state is presently doing a workload evaluation on all wildlife conservation officer districts to determine personnel needs. I was unable to reach Jeff Bridi with the Fish Commission (how 'bout a new address and phone number Jeff?), but one bit of information I received was that their agency is hiring seasonal officers and fully training them. There are mixed feelings from current, full-time officers on this issue. These seasonal officers are in addition to the deputy officers currently used there.

Ken Hansen of the **National Marine Fisheries** is our new representative for his agency's officers. Information from Ken's neck of the woods (Alaska) is quite up-beat. He tells me that monies from the Magnuson Seizure Fund are

being used to buy lots of new equipment, including new S&W .40 cal. handguns for state officers there. He says these funds are available to other federal and state agencies, although we didn't have enough time at the convention to discuss what the parameters for fund use are. Ken hopes to be able to explain it more fully to us at the next convention. The agency is looking at having a big turn over in retirement in the next two to five years. They anticipate 25-35 entry level positions becoming available. They are now in the process of implementing a uniformed division for patrol. Special Agents will focus more on investigative issues. A joint task force between federal and state agencies in Alaska just resulted in 25 Lacey Act violations and 25 more state charges for closed water commercial fishing. The result in penalties for one boat \$8 million! What a haul! More pending!

Earl Washburn from **New York** reported to me at the convention that 32 newly trained officers just hit the field. He says that after two years the state has finally settled a new four year contract, which should soon be voted on by member officers. They are due a one year upgrade, but it is being held up by lack of dollars. There are also lots of supervisory vacancies that they hope to promote soon, but must await approval from the state.

Dave Long in **West Virginia** was unavailable for this report. He must be working too hard as he is never at home! West Virginia was represented well at this summer's convention. Karen, don't worry. I'm sure that none of the guys back home will ever hear that you and the rest of the guys on the combined Virginia team were tied for 17th place in the Warden Games by the Women Wardens from Hell!

Phil Parrish in **Virginia** has stepped down as our representative. Many thanks to Phil for his help over the years. I haven't forgotten that it was his interest and enthusiasm that first got Virginia's officers (myself included) involved in NAWEOA. Phil continues to work his heart out on behalf of our state association. He is replac-

ed by Ed Selfe, another true Virginia gentleman. At this writing, Virginia's officers are involved in a lawsuit to block the hiring of persons from outside our agency's enforcement division for our promotional opportunities (sergeant, lieutenant, captain). A new policy instituted by the governor to promote affirmative action hiring made this outside hiring a real threat for the first time in the history of our division. When the state police were threatened with compliance to this policy, legislators quickly produced emergency legislation exempting them from such hiring practices. Game Wardens are now hoping to receive equal treatment either through legal action or legislation. Although some would dispute the claim, those involved here feel that the suit has already had the desired impact, as three recent captains' positions were all promoted from within house. The positive side to this negative news is that membership in our

state association has risen dramatically. No single issue in recent history has brought officers in Virginia together so strongly. In other news, officers here completed First Responder training this spring. Physicals were provided to all officers. Later this summer a class is being offered to explain blood-borne pathogens that we may be exposed to, and immunizations against hepatitis B will be provided to those who want them.

To wind this report up, I'd just like to say that membership here in Region Six is slowly but surely on the rise. We've had great success in the northern states, but things have moved more slowly down south. Convincing people that we are not a union, but rather a professional and fraternal organization seems to be our greatest obstacle. In this my last year as Regional Director, I hope to concentrate my efforts on increasing membership and participation in the

southern states. I am hopeful that we will make progress, particularly with the help of Kentucky Chief Paul Oliver, a long time supporter of our efforts, who was recently chosen as President of the Southeastern Chiefs' Association. I encourage those chiefs who are not familiar with NAWEOA and the benefits we provide to the field level officer, to contact Paul or any other chief whose officers are active in our association, to see just what a valuable opportunity we provide for all wildlife law enforcement professionals. I also encourage you, my fellow members, to spread the word about our organization. If you have contacts in any of the southern states, send them a copy of the newsletter, or a membership application, or even better sign them up for a year, just to get them started! You'll be doing them and your association a valuable service. Thanks for all your help and keep safe!

ASSOCIATE MEMBERSHIP PROMOTION

******* OPEN TO ALL CURRENT OFFICER MEMBERS *******

WIN: Registration + \$200 to either the 1993 or 1994 NAWEOA Convention

--- Also earn awards for the total number of members recruited ---

Gold - 25 or more

Silver - 15 or more

Bronze - 5 or more

RULES: For every one associate member you recruit, your name will be placed in a hat for the grand prize draw. The more you recruit, the more chances you have of winning. All associate members you sign up from August 1, 1992 through June 1, 1993 will be eligible. Membership forms and dues must be received by the secretary-treasurer no later than June 15, 1993. The grand prize is transferable to other members. Contact your jurisdictional rep or regional director for application forms.

Remember, this is intended as a major fund-raiser for NAWEOA. Get involved! Here is your opportunity for active participation in this great organization.

NAWEOA EXECUTIVE

ASSOC./OFFICE	NAME	ADDRESS	TELEPHONE
President	W.C. Peters	PO Box 1954 Quincy, California	95971 916-283-2781
Vice-President	Art Redden	Box 377 Enfield, Nova Scotia	B0N 1N0 902-883-9008
Past-President	Rick Hildebrand	Gen Del Bissett, Manitoba	R0E 0J0 204-277-5591
Sec-Treasurer	Merryl Bustin	RR#2 Whycocomagh, Nova Scotia	B0E 3M0 902-756-2584
Region 1 Director	Richard Mann	Box 1059 Canmore, Alberta	T0L 0M0 403-678-2373
Region 2 Director	Gary Martin	134 Lake Ave E Carleton Place, Ontario	K1C 1K3 613-253-8121
Region 3 Director	Richard Kingston	PO Box 119 Red Bank, New Brunswick	E0C 1W0 506-622-7615
Region 4 Director	Glenn Case	Rt 1 Box 2A Socorro, New Mexico	87801 505-835-0059
Region 5 Director	Del Tibke	560 3rd St. NW Valley City, North Dakota	58072 701-845-3780
Region 6 Director	Susan Alger	PO Box 481 Herndon, Virginia	22070 703-689-0466
Public Relations	Keith LaCaze	PO Box 98000 Baton Rouge, Louisiana	70898 504-765-2980
Newsletter Editor	Mike Gabbard	PO Box 187 Elgin, Oklahoma	73538 405-492-4306

ASSOCIATE MEMBERSHIP APPLICATION

The North American Wildlife Enforcement Officers Association now offers the opportunity for those persons who are not field fish and/or wildlife officers, but who are supportive of all fish and wildlife enforcement, to become part of NAWEOA as an associate member.

INDIVIDUAL ASSOCIATE MEMBERSHIP - Includes a window decal, bi-annual newsletter, and the opportunity to attend the annual convention as a non-voting member.

AFFILIATED ORGANIZATION ASSOCIATE MEMBERSHIP - (Such as sportsman clubs, gun clubs, conservation groups, colleges, etc.)- Includes Membership certificate, window decal, bi-annual newsletter, and eligibility to send one non-voting delegate to the annual convention.

If you desire to be a supporter of this 8,000 member professional organization of wildlife officers, please complete this form and mail, along with check or money order, to:

NAWEOA
C/O MERRYL BUSTIN
PO BOX 232
WHYCOCOMAGH, NOVA SCOTIA
BOE 3M0



_____ Individual Membership (\$25 per year)

_____ Affiliated Organization Membership (\$200 per year)

NAME _____

ADDRESS _____

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North American Wildlife Enforcement Officers Association 1993 Convention — Rapid City, South Dakota

hosted by South Dakota Conservation Officers Association
and South Dakota Department of Game, Fish and Parks

NAWEOA 93 SOUTH DAKOTA promises to be one of the largest gatherings of field level wildlife enforcement officers ever assembled in North America. A professional, exciting and fun-packed agenda is being planned for officers, spouses and children that will include a trip to Mount Rushmore, America's Shrine to Democracy. Convention registration information will be available in upcoming issues of "International Game Warden" and the spring NAWEOA newsletter. The South Dakota Convention Committee is looking forward to hosting a great convention. We extend a warm and friendly invitation to all natural resource officers, spouses and children, to come and join with South Dakota's Conservation Officers as they celebrate the 100th anniversary of wildlife law enforcement in the Mount Rushmore State!

Howard Johnsons of the Black Hills in Rapid City, South Dakota, is the site of the 1993 NAWEOA Convention July 14 - 19, 1993. A block of 200 rooms and 30 suites will be available for the convention and the South Dakota convention committee recommends reserving your rooms as early as possible. Room rates are \$70 single, \$80 double and \$105 per suite that will comfortably accommodate two couples. Delegates are encouraged to use the accompanying hotel reservation form to reserve their room beginning September 30, 1992. Phone-in reservations may be made by calling the Howard Johnson Convention Center directly at 605-343-8550. Be sure to mention that you are reserving the room for the NAWEOA Convention!

A modern campground is available within one mile of the convention site for those delegates and guests planning to camp in a tent, trailer or motorhome. The Berry Patch Campground offers complete facilities with rates ranging from \$15.50 to \$19.50 per day. Use reservation form in this issue or phone in reservations directly. Once again, make certain that you advise them you are reserving the space for the NAWEOA Convention!

The South Dakota Convention Committee would like to announce a formal call for professional papers on any wildlife law enforcement topic. Papers would be presented during the technical session at the 1993 convention. Prospective speakers should mail an abstract of their presentation to the South Dakota NAWEOA Convention Steering Committee, 2802 Westgate Drive, Rapid City, South Dakota 57702 no later than January 31, 1993. All abstracts will be reviewed by the Steering Committee, and speakers selected will be notified by mail regarding dates and times for their presentations.

The Convention Committee would also like to invite all officers and jurisdictions to support the convention effort through contributions or submission of raffle or auction items. Cash donations, merchandise, auction or raffle items should be sent to Conservation Officer Mary Clawson, 5850 East Highway 12, Aberdeen, SD 57401. Persons interested in supporting NAWEOA and the convention should contact Mary to coordinate all contributions. Her telephone number is 605-622-2391. A special, limited edition bronze entitled "Dakota Buff", personalized by the sculptor Lee Leuning, a South Dakota Conservation Officer, will be given to each \$3000 donation to the Convention Committee. Contact Mary Clawson for details.

Finally, we need to mention that the '93 Convention agenda and registration information has not been finalized at this writing but complete info will be available in the spring newsletter and the "International Game Warden". Prospective delegates should make hotel reservation as quickly as possible since accommodations are expected to fill up fast. Overflow accommodations have been arranged at a nearby hotel for the same rates, but you will need to contact the convention facility as early as possible to avoid last minute confusion. Direct all questions concerning agenda or registrations to Conservation Officer John Wrede, 802 Westgate Drive, Rapid City, SD 57702 (605-343-6702) or Conservation Officer Floyd Demaray, PO Box 110, Salem, SD 57050 (605-425-2067).

HURRICANE RELIEF NEEDED!

By Steve Henwood, NAWEOA Rep for Florida



As you are probably already aware, Hurricane Andrew struck South Florida with a vengeance. This storm is said to have done more severe damage than any other storm in many decades.

The Florida Game and Fresh Water Fish Commission's Law Enforcement Division suffered heavily during the storm. The home of Wildlife Officer Wayne Hargubus and family was completely destroyed. Wildlife Inspectors Kathleen Kelley and Pat Reynolds and Wildlife Officers Kevin Prodzinski and Roy Martinez saw their homes suffer serious damage from wind and water. Lt Ernie Davis' apartment complex was hard hit and he lost many personal belongings. Lt. Larry Lawrence, who lives in the Keys, loaded up his personal belongings and headed to Homestead, where the motel in which he was staying was hard hit. He survived, but lost many personal possessions.

*A special hurricane relief account has been established to assist wildlife officers who were victims of Hurricane Andrew's fury. Donors who wish to help their fellow wildlife enforcement officers in distress should make checks payable to: **GFC HURRICANE RELIEF FUND**. Checks should be mailed C/O Lt. Colonel Dan Dunford, Everglades Regional Director, 551 North Military Trail, West Palm Beach, Florida 33415.*

*Luckily, no one was killed or injured. Unfortunately, even those who were insured suffered heavy losses. This is the time for the "family" to pull together and give these storm victims a helping hand during these trying times. **ANY AND ALL CONTRIBUTIONS WILL BE GREATLY APPRECIATED!***

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EXECUTIVE MEETING HIGHLIGHTS

The summer meeting of the NAWEOA Executive Board was held on July 14th, 15th and 19th, 1992, in conjunction with the annual convention in Ottawa. The following is a summary of business discussed and acted upon by the board. Included are major items of business voted on at the general membership meeting.

President Bill Peters opened by explaining the meeting format and the recent change in secretary-treasurer personnel. Grant Wright has resigned after providing NAWEOA with two years of excellent service in this capacity. Merryl Bustin of Nova Scotia has volunteered to take on this tremendous responsibility.

Grant Wright presented the annual financial report for the fiscal year ending May 31, 1992. New secretary-treasurer Merryl Bustin arrived on a later flight and was welcomed by the board. Merryl's luggage decided not to come with him so several reports were delayed. We had approximately \$5000 in uncommitted funds at pre-convention time. Financial report was accepted and will appear elsewhere in the newsletter if space permits.

Merryl Bustin reported that NAWEOA membership totaled 8,002 as of July 15th. There were 2,470 Canadian and 5,532 US members at that time. This is an increase of more than 1,000 in the past year. Nine jurisdictions are not represented and seven states have only one member. We also have eight associate members. Keith LaCaze had prepared new membership brochures and applications and these were distributed. A discussion of association financial needs brought the consensus that we can no longer depend on the annual dues and convention income to support all our activities. The associate, affiliate and corporate memberships can provide the revenue and support we need. The board urges all officers to sign up at least one associate member.

Merryl Bustin and Grant Wright also reported on the status of the Memorial Fund. There are thirty-four members at present and the program is working well with only a few delinquent contributors. There was approximately \$17,977 in the Memorial Fund at the time of the report.

Art Redden advised that the Safety Awareness Program continues and that the "Complacency Kills" poster had been circulated to most officers and agencies.

Rick Hildebrand updated members on the Museum Project. A consultant has been retained for the feasibility study. They are Price, Waterhouse Inc. of Winne-

peg. \$10,000 has been raised to date from grants given by Manitoba and North Dakota governments. Del Tibke advised that North Dakota Tourism is providing a \$1000 grant and a follow-up grant of the same amount would be provided upon completion of the study. Another post-study grant will be provided by the North Dakota Economic Development Group. Study results are expected in October. A group called "Western Diversification" could also be a source of financial support. A lawyer had advised Rick that the Museum Project should be a separate venture from the parent NAWEOA organization. Motion made and approved that the NAWEOA Museum be organized separately and tax-exempt status sought in both the US and Canada. This is imperative if we expect to solicit large donations for the project.

It was reported that payment for annual membership in the United Conservation Alliance was due. Bill Peters advised that we had received no correspondence from the organization since the Winter Meeting. Dave Hall was present, and advised that the UCA was very active in the fight against Proposition 200 in Arizona. It was decided to seek the opinion of members at the general meeting before paying dues. The membership voted to pay this year's dues but notify UCA of our displeasure concerning their lack of correspondence with our association.

Bill Peters advised that Randall Reigh and Dave Patula had represented NAWEOA at the International Conference On Hunter Compliance held January 20-22, 1992, in Reno, Nevada. He felt that it was a great success and reported that another conference is planned for this coming winter. Topic of the next conference is bowhunting.

This was the year for election of the three Canadian Directors and Rick Hildebrand chaired the election committee. President Peters encouraged members to stand for nomination.

Alan Farrer was to present a resolution to the general meeting concerning the addition of two new directorships for the US. This is due to the high number of jurisdictions that the Region 5 and 6 Directors are responsible for. There was some negative discussion from the members and the resolution was dropped due to confusion over procedures. This topic will be voted upon at the 1993 Convention and general membership meeting. Please read the proposed motion in the spring newsletter and be prepared to vote on it next year.

Motion by Del Tibke was approved, that a plaque commemorating all fallen officers be obtained for permanent display at each convention. Records are to go back as far as NAWEOA's inception. Del also offered to look into the National Police Officers Memorial in Washington, DC. The executive wants to insure that all fallen wildlife officers are listed on the memorial.

Several individuals were nominated for certificates of appreciation. The board cleared up a question on who was eligible to receive such awards. It was decided that these could be given, not only to officers, but to any individual or organization that provided assistance to NAWEOA in furthering its goals. Susan Alger volunteered to work on printing of new certificates as the board felt that we needed one of higher quality.

Floyd Demaray, of South Dakota, presented the tentative agenda for the 1993 convention in Rapid City. Mary Clawson and John Wrede also provided the executive with preliminary information on registration, reservations, travel arrangements, etc.. The board approved a request to advertise the convention in IGW magazine.

Mike Gabbard, Editor, reported on newsletter publication for the past year. The total cost of printing and distributing 14,000 copies of the Fall 91 and Spring 92 newsletters was \$11,648.17. This amounts to about \$0.83 per copy or \$1.66 per member for the year. Mike had appealed a decision, by the US Postal Service, to deny us a non-profit mailing permit but the denial was upheld in Washington. Further reductions in newsletter cost can only be made by reducing the size and quality of the publication. The board felt that this was not in the best interests of the organization and encouraged Mike to obtain advertisements to help fund the newsletter. A list of advertising rates appears elsewhere in this issue. The \$50 business card size ads are the easiest to obtain, and will provide the most revenue. Gratitude was expressed to Al and Deb Farrer for labeling and distributing the newsletters for all Cana-

dian Officers and agencies.

The question was raised whether individual jurisdictions could sell NAWEOA promotional items, such as caps, and keep half the profit for their own associations. The executive felt that exact costs and profit margins should be more thoroughly investigated before making a decision.

Art Redden reported that no criminal charges had been laid in the fatal shooting of Quebec Officer Luc Guindon and none are expected. The Memorial Plaque had finally been translated into French and recently was presented to Mrs. Guindon.

Bill Peters also reported on the status of the NAWEOA Affinity Credit Card. The card is making about \$600 per year for the association and seems to be going well. However, the interest rate remains high and this has prompted Bill to write a letter of concern to the company. Dick Mann advised that obtaining a similar card for Canada is almost impossible as most banks require a mailing list of 15,000 in order to implement an affinity card.

There was some discussion on the status of retired members. It was noted that the constitution recognizes retired officers as full members. Dick Mann is to research this for the next meeting.

There was discussion on our association's rapport with Safari Club International. Bill Peters will review and report at the next meeting.

Susan Alger is to represent NAWEOA at the South-eastern Meeting in Texas this coming October. Art Redden will attend the IAFWA Meeting this September in Ohio. The annual meeting of the UCA will be held in Texas in January, 1993, and will be attended by Bill Peters and Rick Hildebrand.

Bill Peters announced that Arizona had indicated a desire to host the Winter Executive Meeting. He requested that Region 5 Director Glenn Case make the necessary contacts and arrangements.

Meeting adjourned by President Bill Peters.

ADVERTISING RATES

Full page inside cover	\$500 per issue
Full page inside magazine	\$500 per year/two issues
One-half page	\$250 per year/two issues
One-quarter page	\$125 per year/two issues
Business card ad	\$ 50 per year/two issues

**PLEASE SEND ALL AD MATERIAL WITH CAMERA READY ARTWORK TO:
MIKE GABBARD, PO BOX 187, ELGIN, OK 73538. MAKE CHECKS TO:
NAWEOA NEWSLETTER.**

Parlez Vous Francais?

I attended the annual meeting in Ottawa on behalf of the Department and was very much impressed by the superb organization of events and by the professionalism of the participants. Sessions were of very high quality and kept participants interested throughout the event.

I was given the opportunity to welcome the participants in french on behalf of the president and for this I would like to express my gratitude, as well as the opportunity to express my views in this article. The "welcome" in french was appreciated as evident by the number of attendees that personally expressed their thanks. To all of us who are french speaking, we have been made to feel welcome in the Association.

Having said the foregoing, I must address a few words to my fellow Fishery Officers from coast to coast. Now that all Fishery Officers from the Department are members of the Association, a great deal of benefit can be gained by our participation. As it was once said "don't ask what the Association can do for you, but, WHAT CAN YOU DO FOR THE ASSOCIATION! If we can do something for the Association it will benefit others as well as ourselves.

Maurice Desmeules
Fishery Officer
Agent des pêches

J'ai assisté pour le compte duministée annuelle de l'association tenue à Ottawa et fût très impressionné par l'organisation mais aussi par le professionnalisme des participants. Les conférences furent très intéressantes et les participants fournirent un intérêt soutenu tout au long de l'évènement.

A la demande du président j'ai souhaité la bienvenue aux participants en francais et je l'en remercie de même que pour l'oportunité de présenter mes vues. Le mot de bienvenue en francais a beaucoup été apprécié car plusieurs participants me l'on mentionné. Pour nous francophone, nous nous sommes sentis bienvenue dans l'association.

Ceci dit je dois dire quelques mots à mes confrères agents des pêches d'une côte à l'autre. Maintenant que tout les agents des pêches du ministère sont membres de l'association, beaucoup de bénéfices peuvent en être tiré par notre participation active. Tel que qu'il a déjà été dit: "ne demandez pas ce que l'Association peut faire pour vous mais, QUE PUIS-JE FAIRE POUR L'ASSOCIATION!" Si nous pouvons faire quelque chose pour l'association, autant les autres que nous-mê en retirerons des bénéfices.

Name _____ Phone _____

Address _____

Name of Meeting/Convention _____

Date of Arrival _____ Number of Nights _____

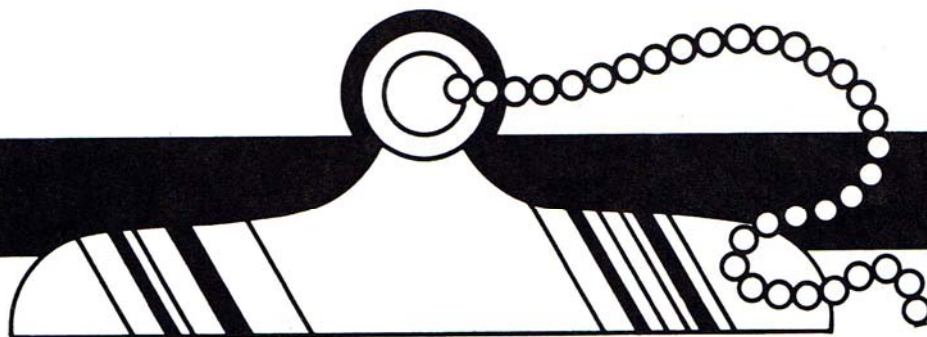
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HOWARD JOHNSON CONVENTION CENTER
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>>>>THE TALE-END<<<<

The Winter Executive Meeting has been scheduled for January 23-24, 1993, in Tucson, Arizona. Remember that all jurisdictional reps are welcome to attend and may vote on any issue that comes before the board. Hotel arrangements have not been finalized but you can get that info from your regional rep in another couple of months.

A training seminar on the use of decoys in wildlife enforcement has been tentatively planned for late winter or early spring of 1993. This NAWEOA sponsored workshop will be hosted by the State of Idaho. If you wish to attend or have training materials to submit, you may contact either Galen Chandler (503-378-3720) or John Levesque (208-245-2931).

The Ontario Law Enforcement Athletic Association will be sponsoring the 1993 International Law Enforcement Winter Games in Ottawa on February 8-12, 1993. Planned sports events include: badminton, basketball, broomball, curling, darts, hockey (male & female), pistol (PPC & UIT), rifle (UIT), shotgun, skiing, giant slalom, dual slalom, 5 & 10 km cross-country and volleyball. For additional information, please contact Mike Mathieu (613-225-1204) or write to the Ontario Law Enforcement Athletic Association, PO Box 8125, Station "T", Ottawa, Ontario, Canada K1G3H6.

At press time, I have been unable to find out if any officers from Louisiana or Hawaii suffered injuries or property damage from the hurricanes that hit their areas. You may contact their state reps directly to find out if any assistance is needed.

The photos used this issue were provided by retired Lt. Gerald Sporer of New York. Gerald maintains a photo album and scrap-book for NAWEOA. I still need some photos of officers working, preferably black and white, but color will do.

The playing field is level and all players have the same access to the ball. Only the skill and perseverance of some players make them excel over the rest, and they seem to grab a "lions share" of the play. As enforcement officers, we like to operate under this same premise; all are equal under the law. Only the skill and knowledge of the better hunters and fishermen allow them to be more successful than others. But is this really true about resource access and harvest? There are those who enjoy special status due to birth right or executive privilege. How do we as officers come to grips with this seemingly conflicting dilemma? Allocation of our natural resources is going to become an increasingly complex process. The access to those resources may not always be equal for everyone, and we, as frontline troops, must enforce the "rules of the game"; sometimes even contrary to our own personal beliefs. Think about it sometime! What answers do you give to user groups? A thought provoking moment from Alan Farrer, former Region 2 Director.

NAWEOA'S Journal of WILDLIFE LAW ENFORCEMENT.

The North American Wildlife Enforcement Officers Association has available for distribution the 2nd volume of the Journal of Wildlife Law Enforcement.

The Journal is comprised of a broad range of articles, reports and techniques designed to aid wildlife officers and agencies in keeping abreast with new developments. Distribution is limited to wildlife officers, their agencies, and educational institutions sharing a legitimate interest in wildlife law enforcement.

The Journal is intended to be the standard technical reference for the wildlife law enforcement profession. We welcome your submissions, and invite your association and agency to contribute articles for future editions.

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Conservation Education is an important activity but takes much time away from enforcement duties.

Photo courtesy "OUTDOOR OKLAHOMA"

"WORKING FOR WILDLIFE"

Mike Gabbard — Editor

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